

Contents

1	Introduction	1
	References	3
2	Cohort Analysis of Pregnancy Attempts	5
2.1	Life Course as a Sociological Perspective	5
2.2	Cohort Total Fertility Rate	6
2.3	Trends in the Fertility Rate by Age and by Birth Cohort	7
2.4	Analytical Perspective of This Chapter	8
2.5	Pregnancy Attempts	9
2.6	Pregnancy Attempts that Do not Result in a Birth	10
	2.6.1 Induced Abortion	10
	2.6.2 Stillbirth and Spontaneous Abortion	11
	2.6.3 Infertility	14
2.7	Estimating Pregnancy Attempts	15
2.8	Changes in Social Life-Cycle and the Cohort Effect	17
	References	22
3	Cohort-Specific Life Experiences Under Rapidly Changing Socioeconomic Conditions	25
3.1	Marriage and Childbearing Behaviour	25
3.2	Employment Among Women	27
3.3	Continued Employment Among Women	28
3.4	Changes in Female Labour as Seen in the <i>Employment Status Survey</i>	29
3.5	Popularisation of Higher Education	38
3.6	Labour Law and Women	39
	3.6.1 Prohibition of Gender Discrimination	39
	3.6.2 Childcare Leave	40
	3.6.3 Childcare Leave Benefits	41

3.6.4	Revision of the Labour Standards Act Provisions on Pregnancy	41
3.6.5	Worker Dispatching Act	42
3.7	The Impact of the Development of Laws on Female Employment Behaviour	42
3.8	The Norm that 'the Mother Should Raise Children'	44
3.9	Weakened Age Norms	45
3.9.1	The Gradual Disappearance of Suitable Age for Marriage	45
3.9.2	Postponing Childbirth	45
3.10	Accepting a New Life Course	46
	References	47
4	Women's Career Development Under Japanese Human Resource Management System	51
4.1	Employment Behaviour of the 1960s Cohort	51
4.2	Japanese Human Resource Management System During the Era of High Economic Growth	52
4.3	The EEOL and the Course-Based Management System	54
4.4	The New Way of Working Among Women in the 1960s Cohort	56
4.5	Study 1: University Graduates' Early Career Development	58
4.5.1	The Career Development Process	59
4.5.2	Attitude Towards Work	66
4.5.3	Attitude Towards Family	66
4.6	Study 2: Survey of Experienced <i>Ippan-Shoku</i> Employees	67
4.6.1	The Expected Length of Service for <i>Ippan-Shoku</i> Employees	68
4.6.2	On the Career Intentions at the Time of Employment	68
4.6.3	On the Reasons to Continue to Work	69
4.6.4	The 'High-Performing <i>Ippan-Shoku</i> ': Advantages and Bottlenecks	74
4.6.5	Work Precedence in the Life Courses	74
4.6.6	Liberation from the Curse of Being a Homemaker	75
4.6.7	The Relationship Between <i>Ippan-Shoku</i> Employees with Children and the Workplace	76
4.6.8	Drivers of Career Development	76
4.6.9	Task Allocation Patterns	77
4.7	Study 3: Survey on Special Skills of <i>Ippan-Shoku</i> Employees	79
	References	81
5	The Work-Family Interface: Balancing on a Knife's Edge	83
5.1	The Work-Family Balance: Impossible in Theory	83
5.2	The Work-Family Interface	84
5.2.1	The Couple as Unit of Analysis	84

5.2.2	Conflict/Enrichment	85
5.2.3	Interaction with Life Stages, Family Stages, and Career Stages	85
5.2.4	The Impact of Childrearing	86
5.2.5	The Purpose of This Study	87
5.3	The Survey	87
5.4	Results	90
5.4.1	The 'Both on Work with no Children Stage'	90
5.4.1.1	On the Intention to Continue Employment	90
5.4.1.2	On the Lifestyles Before Having Children	91
5.4.1.3	On the Timing of When to Have a Child	91
5.4.2	The 'Expecting Stage'	91
5.4.2.1	On the Intention for Continued Employment	91
5.4.2.2	On the Reactions at the Workplace	92
5.4.2.3	On the Physical Conditions During Pregnancy	93
5.4.2.4	Childcare Leave	94
5.4.3	'On the Childcare Leave Stage'	96
5.4.3.1	On the Housework and Childcare During Childcare Leave	96
5.4.3.2	On the Lifestyles of Those Who Did not Take Childcare Leave	97
5.4.3.3	Life with Uncertain Future	98
5.4.4	'Return to Both at Work Stage'	98
5.4.4.1	Daily Life: Not a Moment to Spare	98
5.4.4.2	The 'Use Whatever Came to Hand' Method	99
5.4.4.3	The Trial-and-Error Method	103
5.4.4.4	Tightrope Walking: When Children Become Sick	103
5.4.5	Utilising Childcare Resources After Returning to Work	104
5.4.5.1	Choice of Residence	104
5.4.5.2	Public Services: Nurseries and Their Substitutes	105
5.4.5.3	Private Services: Assistance from Relatives	107
5.4.6	Bi-Directional Interference Between Work and Family	107
5.4.6.1	Family → Work Enrichment/Conflict	107
5.4.6.2	Work → Family Enrichment/Conflict	109
5.4.7	The Dynamism of the Work-Family Interface	110
5.4.7.1	Processes for Reallocating Housework and Childcare	110
5.4.7.2	The Work-Life Balance Is a Work in Progress	112
5.4.7.3	Interaction Between Family Stages	113
5.4.7.4	Renewed Bonds Between Wife and Husband	114

- 5.4.8 Towards a Decent Work-Family Interface 116
 - 5.4.8.1 Changes in Attitudes Towards Work
 - After Taking Childcare Leave 116
 - 5.4.8.2 Establishing a New Way of Working 117
 - 5.4.8.3 The Need for a ‘Decent Track’ 118
- References 120
- 6 Concluding Remarks 123**
 - References 126

Childbearing and Careers of Japanese Women Born in
the 1960s

A Life Course That Brought Unintended Low Fertility

Senda, Y.

2015, XII, 126 p. 31 illus., 19 illus. in color., Softcover

ISBN: 978-4-431-55065-5